

School-Based Employee Wellness

Create a health & wellness movement at your school!

WHOLE SCHOOL, WHOLE COMMUNITY, WHOLE CHILD
A collaborative approach to learning and health



Why start with employee wellness?

Effective employee wellness programs infuse well-being into every aspect of the school community, creating a health and wellness mindset and movement. *A healthy student body is incumbent upon healthy school employees.* (Birch & Videto, 2015)

The CDC and ASCD include employee wellness within the WSCC model, the framework that SHAPE America supports for promoting health and academic success in schools.

In addition to the WSCC model, a healthy school community that values both employee wellness and student wellness supports the mission of comprehensive school physical activity programs (CSPAPs).

SHAPE America believes that healthy school employees help foster an environment in which students can be healthy, too.

Environments either nourish and promote healthy lifestyles
 or deny individuals opportunities to enhance well-being.
 (Arloski, 2009)

Six Supporting Facts for a School-Based Employee Wellness Program:

Fact 1

Employer-based health insurance plans cover more than **one-half of Americans**, and **workers spend most of the day on the job** (Baicker, Cutler, & Song, 2010).

Fact 2

An **increase in health risk factors**, including obesity, smoking and depression, is linked to a **decrease in work productivity** among school employees. School-based employee wellness programs can reduce these risk factors and improve work productivity and morale (Alker et al., 2015).

Fact 3

Healthy school employees — including teachers, administrators, bus drivers, cafeteria and custodial staff, and contractors — **are more productive** and **less likely to be absent**. They **serve as powerful role models** for students and may increase their attention to students' health (CDC, 2015).

Fact 4

School-based employee wellness programs **have the ability to improve the health** of the estimated 7.2 million faculty and staff employed by elementary and secondary schools in the United States (U.S.). This would save funds that could then be reallocated to other needs (Snyder & Dillow, 2011).

Fact 5

Employee wellness programs are **effective at reducing healthcare costs and increasing productivity** within the workplace and produce, on average, a \$5.81 to \$1 return-on-investment ratio (Chapman, 2005; SHPPS, 2012).

Fact 6

Population-oriented programs and policies that include **preventative versus reactive** employee wellness programs yield, on average a 26% reduction in healthcare costs. (Nash, Reifsnyder, Fabius, Pracilio, 2011).

Benefits of Employee Wellness Programs:	
<ul style="list-style-type: none">• Decreased employee absenteeism (and cost for substitutes)• Lower health care and insurance costs• Increased employee retention• Improved employee morale• Increased productivity	<ul style="list-style-type: none">• Increased motivation to practice healthy behaviors• Increased motivation to teach about health and wellness• Healthy role models for students• Positive community image• Attractiveness to prospective employees

Affordable Care Act (ACA)

Employee wellness programs (EWPs), also known as workplace wellness programs (WWPs), have been around for decades within the private sector. The success of these programs, in conjunction with recommendations for worksite wellness as part of the Affordable Care Act (ACA), have led governmental organizations and schools to place an increased emphasis on employee wellness (Otenyo & Smith, 2017).

United States School Systems Employ 5% of the working population, which is more than 6.7 million adults.

Schools are a viable location for implementing employee wellness programs, and the Affordable Care Act considers employee wellness programs to be a vital component of an effective health care system (Moran, 2013).

What is a school-based employee wellness program?

*A comprehensive set of **programs, policies, benefits** and **environmental supports** that address various risk factors including, but not limited to: lack of physical activity, unhealthy dietary habits, stress management, and tobacco use (CDC, 2015).*

See more details and resources including the SHAPE America position statement: [Supporting the Implementation of School-Based Employee Wellness Programs.](#)